

Message Text

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ACTION NEA-10

INFO OCT-01 ISO-00 PER-03 MMO-04 /018 W

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R 200834Z MAY 76

FM AMEMBASSY TEHRAN

TO SECSTATE WASHDC 7133

UNCLAS TEHRAN 5145

E.O.11652: N/A

TAGS: AFSP, IR

SUBJ: CONSULATE STAFFING

REF: STATE 121704

1. WHEN CONSULATES IN ISFAHAN AND SHIRAZ WERE OPENED LAST SEPTEMBER THEY WERE STAFFED ENTIRELY FROM KHORRAMSHAHR, WHICH WAS CLOSED. WE WERE GIVEN ONLY VERY SHORT NOTICE TO MAKE THESE CHANGES. CAREFUL READING OF ISFAHAN AND SHIRAZ CONSULAR PACKAGES WILL SHOW THAT BOTH POSTS HAVE BEEN FORCED TO OPERATE WITH INADEQUATE STAFFS, AND HAVE HAD TO MAKE TEMPORARY ARRANGEMENTS JUST TO GET THEIR WORK DONE.

2. SHIRAZ CONSULATE COVERS ESSENTIALLY SAME AREAS AS PREVIOUS KHORRAMSHAHR CONSULATE BUT IN PROCESS OF MOVE IT LOST ONE AMERICAN AND TWO FSL POSITIONS. IN ORDER TO COPE WITH ROUGHLY SAME VISA LOAD AS PREDECESSOR POST, SHIRAZ USES TWO FSLs TO COMPLETE FS-257 AND ASSIST WITH INTERVIEWS. IT HAS ALSO UTILIZED APPROXIMATELY 15 PERCENT OF TIME OF CONTRACT TYPIST TO TRANSFER DATA FROM FS-257 INTO VISA STAMP IN EACH APPLICANT'S PASSPORT. REMAINDER OF THIS TEMPORARY EMPLOYEE'S TIME IS IN FACT TYPING FOR WHICH SHE IS PAID ON A PER PAGE BASIS. WORK SHE PERFORMS CANNOT BE DONE UNLESS ADDITIONAL FSL POSITION IS AUTHORIZED, WHICH IS BEING REQUESTED IN FY-77 BUDGET.

3. IN ISFAHAN BASIC PROBLEM HAS BEEN INABILITY TO FILL ONE KEY FSL POSITION ESTABLISHED WHEN POST SET UP. ISFAHAN IS ONE

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OF IRAN'S BOOMTOWNS, AND QUALIFIED EMPLOYEES HAVE BEEN

IMPOSSIBLE TO FIND AT SALARY WHICH WE ARE AUTHORIZED TO PAY. AS NOTED IN ISFAHAN A-2, AMERICAN COMMUNITY IN ISFAHAN NUMBERS 5,200 AND INCLUDES VARIETY OF UNUSUAL AND DIFFICULT CONSULAR PROBLEMS. BEFORE CONSUL OBTAINED SERVICES OF RECEPTIONIST HE HAD TO HANDLE JOB OF MAKING OWN APPOINTMENTS HIMSELF, AS WELL AS DOING ALL HIS OWN TYPING. RECEPTIONIST NOW PERFORMS SOME TYPING AND ALL CLERICAL DUTIES IN CONNECTION WITH NORMAL CONSULAR SERVICES. RECENTLY HIRED ADMIN ASSISTANT DOES SOME SCHEDULING AND REMAINDER OF UNCLASSIFIED TYPING. THIS EMPLOYEE IS NEEDED UNTIL TWO AMERICAN OFFICERS ARE ON BOARD.

4. EMBASSY HAS CONSULTED AT LENGTH WITH BOTH CONSULATES (PRIOR TO RECEIPT REFTEL) IN ORDER TO MAKE ALTERNATIVE ARRANGEMENTS WHICH WOULD MEET CONSULATES' URGENT NEEDS AND CONFORM TO DEPARTMENT'S REGULATIONS. (PLEASE NOTE THAT ALL THREE TEMPORARY EMPLOYEES ARE IN FACT PERFORMING TYPING SERVICES FOR WHICH THEY ARE BEING PAID.) SUGGEST THE ADDITIONAL LOCAL POSITION BE AUTHORIZED FOR SHIRAZ AS SOON AS POSSIBLE AND THAT TWO PIT POSITIONS BE AUTHORIZED FOR ISFAHAN UNTIL FULL TIME FSL SLOT CAN BE FILLED AND THE ONE VACANT AMERICAN POSITION IS FILLED. DURING THE BUSY SUMMER MONTHS THE CONSUL WILL BE ON HOME LEAVE AND ONE TDY AMERICAN OFFICER WILL BE AT POST. WE ANTICIPATE IT WILL BE SEPTEMBER BEFORE SECOND AMERICAN POSITION WILL BE FILLED.

5. INSPECTORS DUE NEXT MONTH WILL HAVE OPPORTUNITY ANALYZE THESE STAFFING PROBLEMS AT FIRST HAND. IN THE MEANTIME WE ASK THAT EMPLOYMENT SITUATIONS OUTLINED ABOVE BE LOOKED AT IN CONTEXT OF ALL FACTORS EXPLAINED IN CONSULAR PACKAGE TELEGRAMS.
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Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 20 MAY 1976
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: n/a
Disposition Approved on Date:
Disposition Authority: n/a
Disposition Case Number: n/a
Disposition Comment:
Disposition Date: 01 JAN 1960
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1976TEHRAN05145
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Film Number: D760196-0507
From: TEHRAN
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1976/newtext/t19760531/aaaabaho.tel
Line Count: 93
Locator: TEXT ON-LINE, ON MICROFILM
Office: ACTION NEA
Original Classification: UNCLASSIFIED
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 2
Previous Channel Indicators: n/a
Previous Classification: n/a
Previous Handling Restrictions: n/a
Reference: 76 STATE 121704
Review Action: RELEASED, APPROVED
Review Authority: CollinP0
Review Comment: n/a
Review Content Flags:
Review Date: 18 JUN 2004
Review Event:
Review Exemptions: n/a
Review History: RELEASED <18 JUN 2004 by mendozsm>; APPROVED <28 JAN 2005 by CollinP0>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
04 MAY 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: CONSULATE STAFFING
TAGS: AFSP, IR
To: STATE
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 04 MAY 2006